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ABSTRACT

This annual report updates membership data for the President's Committee on Employment of the Handicapped, recaps the members' creed, and lists appointments to the executive committee. Committee infrastructure and personnel are discussed. The year's activities of the Public Affairs Section included work on: National Employ the Handicapped Week, print media coverage, national contests, 1986 award programs, the speakers' bureau, the "ACTION" campaign, development of work incentives in social security programs, airline access, and cooperation with the National Safety Council Activities of the Office of Plans, Projects and Services. Other services and meetings included implementation of the Job Accommodation Network, the computerized electronic mail service, the Hospitality Industry conference, the Federal Employment conference, the conference on Black Persons with Disabilities, the Parent/Employer conference, and the High School/High Tech career development program. Activities of the Office of Research and Publications included seven new publications, publication of a quarterly magazine, and development of a computerized database. An appendix lists proposed projects for the upcoming year (1987). (PB)

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ANNUAL REPORT TO MEMBERSHIP

1987

EC 230851

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CHAIRMAN:

Harold Russell

VICE CHAIRPERSONS:

Anne Carlsen
Gerald Lorentson
Walter Oi
Elizabeth Tunney

The President's Committee shall facilitate the development of maximum employment opportunities for the physically handicapped, mentally retarded, and mentally restored. To this end the Committee shall supply information to employers, labor unions, and national organizations, conduct a program of public education, promote cooperation between organizations and agencies, and enlist the support of Federal, State and local officials, Governors' and local Committees on Employment of the Handicapped, professional organizations, and organized labor.

Presidential Executive
Order 11480

ANNUAL REPORT TO MEMBERSHIP 1987

Table of Contents

I. Executive Committee 4

II. Administration and Management 9

III. Activities 12

A. Public Affairs Section 12

B. Office of Plans, Projects and Services 19

C. Office of Research and Publications 25

Appendix

1. President's Committee 1987 Work Plan 27

LETTER FROM THE CHAIRMAN

Dear Members and Friends,

As the President's Committee on Employment of the Handicapped enters its fortieth year of promoting the employment needs of our Nation's citizens with disabilities, changes in our society are having an increasing impact on the opportunities for people with disabilities. Our society is moving away from the industrial era that built this country to an information economy that is offering increased employment opportunities for persons with disabilities.

Population Demographics are changing—far less young people (16-24) are entering the job market, creating a widespread need for workers in many occupations. Changes in Federal Legislation have resulted in an improved national awareness of the abilities of people with disabilities. Attitudes are shifting from the time-worn public consciousness that "disabled people can't"—to a realization that people with disabilities can—and that society needs this "hidden" labor resource. Technological innovations are changing the structure of the American workplace, opening doors that have always been closed to individuals with disabilities.

These and other major "trends" in our society have and will continue to have an enormous effect on employment opportunities for persons with disabilities. The President's Committee will continue to inform citizens with disabilities and our Nation's employers of these developments. We are committed to finding new methods to assist people with disabilities to join—or remain in—the changing sculpture of the American workforce.

As a Nation we can no longer afford further increases in population dependency and its accompanying drain on our economy. As reported by a Louis Harris poll released in March of 1986, sixty-six percent of working-age (16-64) Americans with disabilities are not working, and two-thirds of this group want to work. Of this same sample, sixty percent said they were receiving federal support of some kind. This represents millions of potential taxpayers across America, many of whom are recipients of Federal Disability Benefits. Imagine the financial relief to our social support programs if these capable, willing people were employed.

A major reorganization took place at the President's Committee in September of last year. We redefined our focus and developed a new structure that will better equip us to address the employment needs of people with disabilities. This Annual Report offers a brief overview of our major activities during the past year. I welcome your thoughts and comments as you read this summary. It is through increased participation and continuous outreach that we will achieve our mutual goal of increasing employment opportunities for people with disabilities.

"We are committed to finding new methods to assist people with disabilities to join—or remain in—the changing sculpture of the American workforce."

Sincerely,

Harold Russell

Harold Russell
Chairman

MEMBERSHIP

President's Committee Membership continues to grow; approximately 30 new Membership appointments were made in 1986. A total of 206 individuals and nearly 250 organizations participate in our membership program. With the addition of 69 alternate members, the President's Committee on Employment of the Handicapped now has approximately 525 members. An Administrative Committee has been formed to keep abreast of the President's Committee Membership.

MEMBER'S CREED

As a member of the President's Committee on Employment of the Handicapped,

I BELIEVE

That people with disabilities should have equal opportunity to choose and prepare for occupations commensurate with their abilities and their potentialities;

That people with disabilities should be given equal opportunity, with others similarly qualified, in selection, appointment, and advancement in employment.

I PLEDGE

My best efforts to translate the foregoing principles into action; My assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

I WILL

1. Promote the social and economic independence of persons with disabilities by encouraging among day-to-day contacts the goal of competitive employment for all qualified individuals, including those with physical or sensory disabilities, mental retardation, or a history of mental illness.

2. Work toward the ideal that persons with disabilities have a right to participate to the widest possible extent in the mainstream of all facets of living in their communities.

3. Acknowledge that my membership appointment is not for the purpose of "helping the handicapped," but rather, working with people with disabilities as equal partners to promote their independence.

4. Be guided by the philosophy that persons with disabilities have a right and desire to shape their own destinies and should therefore be included whenever plans or programs are fashioned for their benefit.

5. Advance the practice of using dignified terminology when referring to people with disabilities; recognize that they are persons first and should not be identified solely by their disabilities.

6. Uphold the dignity of people with disabilities by condemning any condescending or maudlin portrayal of their image by the mass media which perpetuates inappropriate stereotypes and discrimination.

7. Work to break down, wherever possible, environmental and architectural barriers in the community that inhibit or prevent persons with disabilities from fully participating in their roles as workers and as citizens.

8. Decline to take part in a meeting, conference, seminar or other professional gathering where the physical facilities, because of barriers, could exclude persons with disabilities from attending and participating in the program.

9. Support the concept within my State that a strong and viable Governor's Committee on Employment of the Handicapped or other cooperating statewide committee can augment and multiply national efforts to increase employment opportunities for workers with disabilities.

10. Utilize the channels of mass communication available to me to spread public awareness of the abilities of workers with disabilities.

11. Encourage persons with disabilities to become familiar with the Federal and State legislative process, so that they can, singly or in coalitions, make their petitions heard by elected officials.

12. Keep abreast of issues, trends and proposed legislation affecting people with disabilities so that my informed opinion can contribute objectively to the public debate.

13. Encourage the use of interpreters for people with hearing impairments where public meetings are expected to attract such persons, the captioning of audio-visual materials used in presentations, and the use of telecommunication devices in public places to expand the communication capabilities of individuals who are deaf.

14. Remember that persons who are blind or visually impaired cannot receive the visual messages usually taken for granted, and that slides, videos, or films presented at meetings need to be supplemented orally.

15. Keep in mind that, as a volunteer member of the President's Committee on Employment of the Handicapped, my appointment is made in the name of the President, and carries with it special responsibilities toward all our Nation's citizens who are disabled.

Executive Committee Appointments

The Executive Committee of the President's Committee on Employment of the Handicapped was revamped in the fall of 1986, and the number of members was reduced from fifty to twenty-one. The Executive Committee advises the Chairman of the President's Committee regarding the agency's general mission and effectiveness in supporting the employment objectives of persons with disabilities.

Drawn from throughout the United States, the newly appointed Executive Committee members represent employers, educators, labor, veterans and professional organizations, consumer interests, government and volunteer sectors.

Bylaws have been established and reviewed by Executive Committee members. Recommended changes have been made and are in the process of being updated. Members will serve three-year terms and may be reappointed. One third of the membership terms will expire each year.

Including the President's Committee Chairman and Vice Chairs, the Executive Committee includes twelve people with disabilities, eleven women and four members of minority groups.

The following individuals were appointed in 1986 to the Executive Committee.

Executive Committee Biographical Highlights

Elizabeth Aino, Executive Director of the Ohio Governor's Council on Disabled Persons, Columbus, Ohio. Ms. Aino's background is in rehabilitation and she holds an M.A. Degree in Rehabilitation Counseling from Kent State University. She was the project director for the book "Access for All: An Illustrated Handbook of Barrier Free Design in Ohio."

Charles E. Bradford, Director, Apprenticeship Department, Employment Training and Rehabilitation Programs, International Association of Machinists and Aerospace Workers, Washington, D.C. Mr. Bradford served as the director of the AFL-CIO's Human Resource Development Institute and founded the Institute's Handicapped Placement Program in the mid-1970s. Under his direction, the IAM's Disabled Workers Program operates seventeen different projects.

Marca Bristo, President and Chief Executive Officer of Access Living of Metropolitan Chicago, Illinois. Access Living offers a broad range of services for people with disabilities to help them reach maximum independence in their lives. Ms. Bristo was recently elected President of the National Council of Independent Living (NCIL), an organization which she helped found. A graduate of Beloit college in Wisconsin, Ms. Bristo is active in many organizations concerned with disability.

David M. Cooney, President and Chief Executive Officer of Goodwill Industries of America, Inc., Bethesda, Maryland. Goodwill Industries operates 174 community-based affiliates in the United States and Canada and 45 affiliates in 31 other countries. He retired as a Rear Admiral after a thirty-year Navy career and is a graduate of the University of Southern California in Los Angeles with an M.A. Degree from George Washington University in Washington, D.C.

Ronald W. Drach, National Employment Director, Disabled American Veterans, Washington, D.C. Mr. Drach joined the professional staff of the one-million-member Disabled American Veterans in 1970 in Pittsburgh. He served as an infantryman with the 196th Light Infantry Brigade in Vietnam where he was seriously wounded and subsequently discharged with a service-connected disability in 1967. Mr. Drach is active in a number of organizations concerned with veterans' employment and training issues and disability concerns.

Jack G. Duncan practices public interest law in Washington, D.C. A former General Counsel and Staff Director for the Subcommittee on Select Education in the U.S. House of Representatives, Mr. Duncan has been actively involved in legislative and administrative efforts to create a better life for persons with disabilities for the past twenty years. He is the recipient of numerous awards.

John V. Heffernan, Vice President-Human Resources, Headquarters Staff, GTE Service Corporation, Stamford, Connecticut. A graduate of Villanova University, Mr. Heffernan holds an M.B.A. Degree from New York University and a Masters' Degree in Special Education. He is also the President and Chief Executive Officer of BIPED Corporation in Stamford with provides data processing education tuition-free for people with disabilities.

Edward M. Kennedy, Jr., Founder and Executive Director, Facing The Challenge, Boston, Massachusetts. Facing The Challenge is a nonprofit organization dedicated to the awareness and elimination of barriers facing physically and mentally disabled persons. Mr. Kennedy majored in American History and Literature at Wesleyan University, is an avid sailor and a member of the United States Disabled Ski Team. He writes and speaks frequently on the civil rights of people with disabilities.

Marcia Lovejoy, Project Coordinator, The Enablers Training Project, Department of Mental Health, University of New Mexico, Albuquerque, New Mexico. Ms. Lovejoy, an active advocate for mentally ill people, has written a number of professional articles from her perspective as a former mental patient. She is active in the National Mental Health Consumers Association, a new national organization of former mental patients.

Gordon H. Mansfield, Associate Executive Director for Government Relations, Paralyzed Veterans of America, Washington, D.C. A graduate of Villanova University, Mr. Mansfield also graduated from the University of Miami Law School and is a member of the Florida Bar. He was wounded in action in Vietnam and retired from the military as a Captain with several of the Nation's highest decorations. He is active in a number of organizations concerned with disability issues.

Consuelo Martinez is a member of the Developmental Disabilities Council in Sacramento, California, and active in the consumer organization of mentally retarded people, PEOPLE FIRST, INC. An advocate of people who are mentally retarded, Ms. Martinez spent years in segregated institutions before she found her way into independent living within the community. She speaks widely on the social and economic issues concerning people who are mentally retarded and recently testified before the U.S. Civil Rights Commission on behalf of America's retarded citizens.

Gary D. Meers, EdD, Associate Professor, Vocational Education (Special Vocational Needs), University of Nebraska, Lincoln, Nebraska. The immediate past president of the American Vocational Association, Dr. Meers is active in a broad range of professional organizations concerned with vocational training and education of people with disabilities. He received both his Masters' and his Doctorate from the University of Missouri, Columbia, Missouri.

Deborah C. McKeithan, Founder and President, Handicapped Organized Women, Inc. (HOW), Charlotte, North Carolina. HOW, based on volunteerism, addresses the needs of all disabled women through emotional support, education and leadership training. Ms. McKeithan, a native of Charlotte, was one of the "Outstanding Young Women of America" in 1986 and has received many other awards and honors.

Joyce D. Miller, Vice President and Director of Social Services, Amalgamated Clothing and Textile Workers Union (AFL-CIO), New York, New York. Ms. Miller is also the current National President of the Coalition of Labor Union Women and Vice President of the Executive Council of the AFL-CIO. She received both her B.A. and M.A. Degrees from the University of Chicago. Ms. Miller serves on numerous boards and is active in a broad range of human interest issues.

Kathleen E. Olson, Executive Director, the Nevada Governor's Committee on Employment of the Handicapped, Carson City, Nevada. A graduate of the University of Wisconsin, Ms. Olson's background includes extensive work with learning disabled children and youth. Today she is active in many local and national organizations concerned with all aspects of disability.

Dennis K. Rhoades, Director of Economics, The American Legion, Washington, D.C. Mr. Rhoades received his B.A. Degree from the University of California at Los Angeles and served in the U.S. Army in Vietnam. Prior to joining the American Legion's professional staff, Mr. Rhoades was the executive director of the Vietnam Veterans of America. He is the co-author of the 1978 Presidential Review Memorandum on the Status of Vietnam Veterans which analysed the range of veterans' needs in eighteen major metropolitan areas.

Patricia McGill Smith, Deputy Director, the National Information Center for Handicapped Children and Youth, Rosslyn, Virginia. Ms. Smith is the parent of a disabled child and a pioneer in the development of parent support services. She has initiated over fifty innovative programs for parents, professionals, siblings and public officials including networks on local, state and national levels.

Paul Smith, Graduate of Fordham University with a degree in Psychology. Deputy Advocate, Office of the New York State Office for the Disabled since February, 1978. Prior to that time Mr. Smith had 18 years experience working public relations for government management positions. He serves as Vice Chairman of the Statute of Liberty Ellis Island Access Committee and has been active in many other community efforts on behalf of people with disabilities. Mr. Smith is a parent of a disabled teenager.

Lawrence T. Smedley, Associate Director, AFL-CIO Department of Occupational Safety, Health and Social Security, Washington, D.C. Dr. Smedley has his B.A. from Bowling Green State University in Ohio, his M.A. from the University of Michigan, and his PhD from American University in Washington, D.C. Dr. Smedley is active in many organizations concerned with health and social issues.

The Honorable Clarence Thomas, Chairman, U.S. Equal Employment Opportunity Commission, Washington, D.C. Mr. Thomas is a graduate of Holy Cross College in Worcester, Massachusetts and the Yale Law School. He has broad experience in both the government and corporate worlds. Mr. Thomas was appointed to his present position by President Reagan in 1982.

Solomon W. Walker, II, Board Chairman and Chief Executive Officer, The Pilgrim Health and Life Insurance Company, Augusta, Georgia. A Trustee of the Roosevelt Institute of Rehabilitation in Warm Springs, Georgia, Mr. Walker, a graduate of Morehouse College in Atlanta, is active in numerous professional and civic organizations. He is a member of the Executive Committee of the National Insurance Association, an organization composed of 37 black-owned and operated insurance companies.

Executive SubCommittees

Sub-committee	*Mission*
1. Program Planning and Budget Sub-committee	Develop short and long-range employment plans, programs, and related budgets.
2. Governmental Affairs Sub-committee	Examine employment-related issues, legislation, and monitor the development of implementing regulations—make policy recommendations.
3. Information and Publications Sub-committee	Make policy recommendations regarding employment-related information activities and publication programs.

Standing Committees

1. *States' Relations Committee*

   Provide a formal structure to enable State Committees to bring issues and concerns to the attention of the President's Committee. In addition, the President's Committee may assist States in matters concerning employment plans and programs issues, legislation, and research and publications.

2. *Employer Committee*

   Increase, through employer initiatives, employment opportunities for people with disabilities.

3. *Labor Committee*

   Mobilize resources of organized labor in enhancing employment opportunities for people with disabilities.

4. *Worksite and Technology Committee*

   Encourage the worksite and technological accommodation of people with disabilities.

5. *Medical, Health and Insurance Committee*

   Examine and develop policies and procedures on medical, health and insurance issues as they affect job opportunities for people with disabilities.

6. *Employment Preparation Committee*

   Enhance education, training and work experience for people with disabilities.

7. *Disabled Veterans Committee*

   To promote the employment and training of disabled veterans.

8. *Disability and Employment Concerns Committee*

   Identify, communicate, and address issues related to employment for and by disability populations: physically and mentally disabled and mentally restored, protected classes, women, older workers, minority groups and parents and families of people with disabilities.

Task Forces

Standing committees will be supplemented, as needed, by task forces that will be established to address issues and needs of current concern. Task forces will be time and project specific and will terminate at the conclusion of their task.

Currently, a task force has been organized to assist the Awards Program and a second has been established to research and direct the installation of an Information Management system.

Executive Committee Handbook

While the Executive Committee and the President's Committee on Employment of the Handicapped were being reorganized, a new Executive Committee Handbook was developed. The Handbook contains all policy statements which guide the Executive Committee, its bylaws and Rules of Order, an Executive Committee membership list, and the President's Committee on the Employment of the Handicapped staff roster and organization. In addition, the Handbook contains all Executive Committee meeting minutes, correspondence, expense records and related fiscal information, and a copy of the President's Committee on Employment of the Handicapped Annual Report. The Handbook assists the Executive Committee in its role as policymaker for the President's Committee and was published for internal use in the fall of 1986.

Orienting Visitors

Foreign visitors to the United States often find it difficult to believe that in "the richest country in the world" many things get done with little or no money through volunteer power. That's one reason the President's Committee is a frequent stop for rehabilitation officials and employers from abroad. For example, the President's Committee, at the request of the Japanese Embassy, was host to 25 Japanese businessmen during the year, who came to learn methods American firms are using to employ people with disabilities. Members of the Employer Committee briefed the Japanese guests and participated in the animated discussion.

This study team from Japan was sponsored by that country's National Association for Employment of the Handicapped, a quasi-government organization patterned on the President's Committee's missions and goals.

Staff Reorganization

In the last Annual Report to Membership, the President's Committee reported that one of the activities to revitalize our efforts would be a staff reorganization.

The President's Committee held meetings and sought input from the disability community, various organizations, and other agencies in service to persons with disabilities. Input received confirmed the need for the President's Committee to refocus its efforts.

A new organization structure was developed and twenty of the President's Committee's staff position descriptions were rewritten to reflect the new direction.

The reorganization plan was developed with the following objectives in mind:

A. To increase the capacity of the President's Committee in accordance with the increase in program activity, i.e., upward mobility for people with disabilities; job retention for workers who become disabled on the job; disincentives to employment, etc.

B. To properly integrate the function of the Office of State Relations into the Office of Plans, Projects, and Services to more efficiently serve the State and local Committees by developing content experts instead of contact persons.

C. To properly integrate the expanded Public Affairs functions of the Committee into the Office of the Executive Director to insure that the publics have a full understanding of the work of the Committee and the ways in which special emphasis groups can work together for the mutual objective of increasing employment opportunities for people with disabilities.

D. To eliminate the public affairs functions from the present Office of Communications and substitute a research component to establish and maintain a computerized management information system. This office would then become the Office of Research and Publications.

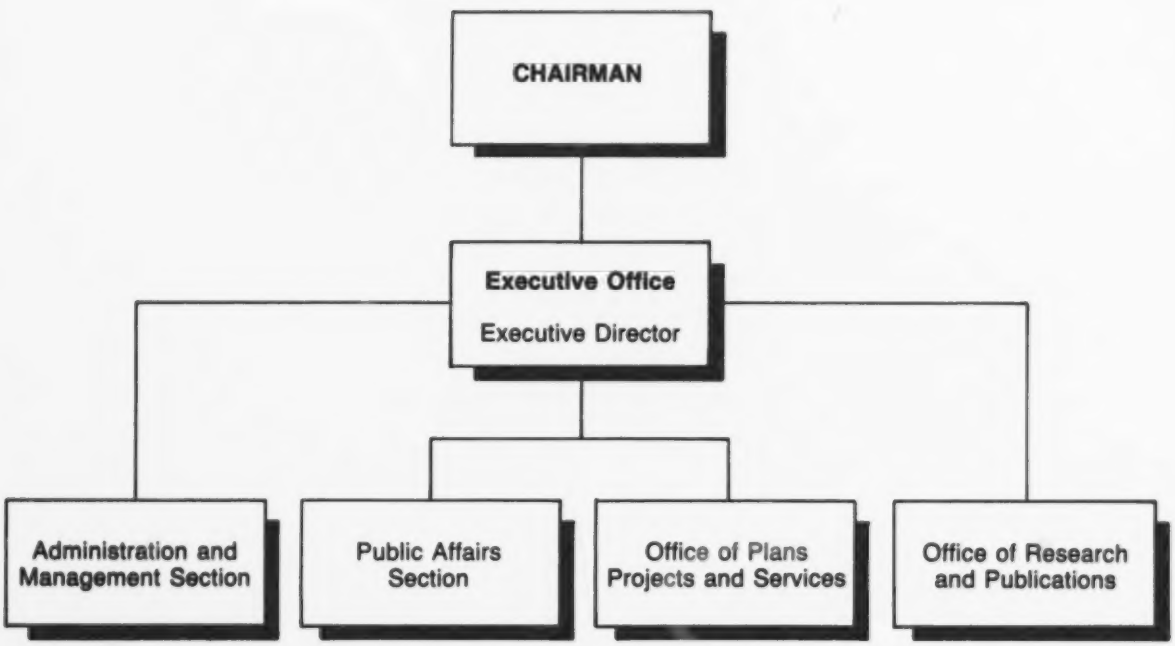
E. To clarify the mission and functions of the Committee's office components.

F. To establish an organizational structure that is effective and efficient in all areas of the President's Committee's responsibility, i.e., service to people with disabilities, service to employers, service to State and local Committees, liaison with Administration and Congressional staffers, interagency liaison, information to general and specific publics, and basic administrative activities.

G. To increase the capacity of the Committee to respond to its many responsibilities within the ceiling and budgetary resources.

With implementation of this reorganization the President's Committee began to recruit new personnel to fill ten vacant positions to bring the staffing level to its authorized ceiling of thirty-seven. Five of these vacancies occurred during 1986 due to attrition. Seven of the ten vacancies have been filled and by distribution of this report the remaining three will be staffed.

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED



EXECUTIVE OFFICE

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Edmond Leonard, Special Assistant to the Chairman

Jay Rochlin, Acting Executive Director
Jan Holler, Executive Assistant to the Director
Sandra Moreno, Executive Secretary

Sharon Woodward, Assistant to the Director for Administration and Management
Helen-Marie Krause
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Mary Jane Owen
Mary Frances Surette

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Richard Sheppard
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Jesse Fowler
Faith Kirk
Dale Brown
Jean Mahoney
Lawrence Roffee
Inez Buchanan
Beverly Miller
Lazette Williams
Willie Williams

Larry Volin, Director, Office of Research and Publications
Robert Gorski
Hardy Stone
Jackie Creek
Lisa Thies

Environmental Changes

To improve the work environment for President's Committee employees and enhance the appearance of the office, several environmental changes have been made.

Office Automation

Digital's VAX 11/750 computer has been installed in our offices. The system was purchased at considerable discount from Digital Equipment Corporation. The entire staff has received user training. Digital's support to the President's Committee has been invaluable to our mission.

Policy Manual

A President's Committee Policy Manual was established in January 1986 with the following objectives:

A. to disseminate information pertaining to the President's Committee's operating policies and procedures, organization, lines of authority and general management.

B. to provide procedures for approval and distribution of policy directives.

C. to maintain a permanent file of President's Committee policy directives.

To date, nineteen policy directives have been issued and more are forthcoming as previous policies are converted and new policies are issued. It is management's goal that this manual contain all of the policies and procedures of the organization.

A. Public Affairs Section

The rigorous evaluation of the effectiveness of the President's Committee in meeting the needs of its varied constituencies found that tracking legislation and forming legislative relationships were badly needed. This finding resulted in a new Public Affairs Section which incorporates the Committee's public contact functions with a new legislative liaison emphasis.

Formed in the September 1986 reorganization of the President's Committee, the Public Affairs section is located in the office of the Executive Director and responsible for all Committee public information and education campaigns, awards, contests, speakers' bureau, Congressional relations, tracking of legislation, news releases and news conferences, media relations, and all matters concerning legislation.

A major accomplishment of the Public Affairs section was the national news conference in Miami (Feb. 4, 1987) cosponsored by the National Council on the Handicapped and ICD—International Center for the Disabled, releasing the Louis Harris and Associates' study "Employing Disabled Americans". This important new study, also cosponsored by the President's Committee, the National Council and ICD, will set future directions for all organizations concerned with the employment of Americans with disabilities. The study found an enormous goodwill among private sector employers towards employees with disabilities. This goodwill alone, however, is not sufficient to offset the very real impediments to employment of people with disabilities.

"Employing Disabled Americans" found that among employers problems preventing the hiring of more qualified people with disabilities include: a lack of qualified disabled applicants; a need for company policies on hiring workers with disabilities; a need to raise the awareness of all levels of management to the excellence of qualified workers with disabilities; and, the need to eliminate job discrimination in the workplace. "Employing Disabled Americans" is the Public Affairs' agenda for the 1980s, and an urgent call for increased employer awareness and assistance.

The Public Affairs section is redesigning its public education and information campaigns to focus on employers by enlisting the support of other employers and by targeting employer publications and other media outlets to reinforce the quality of the qualified worker with a disability and the significant contributions that this worker is making—and can make—to any employer.

This same examination of the value of President's Committee public affairs materials to the employer's awareness is taking place in the awards and contests areas as well. The Public Affairs office is working with the new Executive Committee of the President's Committee to refine and focus its resources on this important employer audience.

The 1986 radio public service campaign attracted $450,000 in donated public service time from radio stations from Maine to California. Stations commented that the 1986 campaign was "very informative," "well produced," and a "good campaign." The 1987 radio public service campaign will seek a stronger focus on employers than previous campaigns and the results will be reported in the next Annual Report.

The 1987 public service television announcements were distributed in early 1987 to major market television stations throughout the United States. The campaign, entitled "Disabled Performers", features talented adults with disabilities who study at the famed New York City National Theatre Workshop of the Handicapped. All of the performers in the public service announcement hold demanding fulltime jobs and study at the Workshop on their own time. The message is that workers with disabilities are qualified, ambitious to improve, and full participants in their communities—important qualities for any employer.

A complete analysis of the important legislation affecting people with disabilities that resulted from the 99th Congress was written and shared with a

number of Committee constituencies. A similar analysis of the new 100th Congress will be distributed to Committee constituencies.

National Employ the Handicapped Week 1986, the first full week in October, received national attention through local observances and plentiful media coverage. The Week is the nation's major recognition of workers with disabilities and their contribution to American society.

The materials for the 1987 National Employ the Handicapped Week campaign focus on three "op/ed" newspaper columns for distribution to local newspapers throughout the country. The three columns reflect the findings of "Employing Disabled Americans": a column that is consumer-oriented on how-to-sell-yourself-to-an-employer; a column from an employer with a first-person account of hiring and working with employees with disabilities; and a column which examines the potential impact on our society of the fact that two-thirds of Americans with disabilities are not in the labor force.

Chad Colley, the dynamic Handicapped American of the Year, spoke at conferences throughout the country emphasizing entrepreneurial qualities and determination found among motivated people with disabilities. People with disabilities are an important constituent group for the Public Affairs section and all education and information campaigns focus on real people and their very real accomplishments to take the message to the public that people with disabilities are active members of our society.

"People with disabilities are [our] constituent group . . . and all education and information campaigns focus on real people and their very real accomplishments."

The Public Affairs section worked with the media on "Employment Successes, Problems, and Needs of Disabled Black Americans," and "Perspectives on Employment of Handicapped Individuals," (both conferences were cosponsored by the Committee). The all-important "first"—the first annual conference of the President's Committee to be held outside of Washington, D.C.—the 1987 National Conference on Employment of People with Disabilities scheduled for Denver, Colorado in April, called for personal contacts in Colorado as well as alerts to constituencies and publications throughout the country. The interest in the meeting was evidenced by considerable advance coverage in the disability press.

Cooperative programs with other organizations are obviously important in extending the resources of the Public Affairs section. A lengthy collaboration with the National Endowment for the Arts bore fruit with the production and national distribution of *Careers in the Arts*, a profile of twenty successful working artists with disabilities. Another collaboration in the works is with the Association of Retarded Citizens of the United States which will be a national report on the employment of people who are mentally retarded.

Media interest in issues of disability is high today and the Public Affairs section is a resource for reporters and editors across the country. Some major media outlets which turned to the Public Affairs section include *The Wall Street Journal, AP, UPI,* and *USA Today.* The Public Affairs section is committed to finding the answers to all queries.

Accurate information is the backbone of the Public Affairs section's work. The small Public Affairs staff gathers and shares information on disability, employment, and legislative issues with all of the Committee's constituencies. Governors' committees on employment of the handicapped are an important constituency for the Public Affairs section. In addition to providing speakers, information, legislative updates, alerts to upcoming significant events of interest, ideas for local community participation, the Public Affairs section values the contributions and recommendations of the States in planning and producing its varied programs.

While the Public Affairs section continues to work out the bugs of its newly organized functions, it is moving ahead to meet the needs of its constituents while constantly providing solid information to people with disabilities, their organizations and the American employer.

October Is Employ The Handicapped Month

Governor Harry Hughes proclaimed October as "Employ the Handicapped Month" at a recently held ceremony at the State House. This ceremony, and the Proclamation of October as "Employ the Handicapped Month," are "the to be done to break down the vocational, economic, environmental and attitudinal barriers which exis and which keep persons with disab lities from having an equal oppor tunity to prepare for, seek out ar obtain employment."

Persons with disabilities want

Employ The Handicapped

Agency aims to raise disability awareness

Disabili... Week to individuals who are disabled. will be ce... Disa the week ... of Whittle...

'People at Work' Employ the Handicapped Week

Handicapped employment week dated

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"Employ

Handicapped Employment Week Slated

The week of Oct. 5-11 has been ...

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Handicapped Week observed Oct. 5-11

...ness ... to- ...vell- ...ate ...Va- ...ed ...he ...h- ...'h ...

... Robert Heine and Fari- ...tool Board member Paul ... will participate in Handi- ...

ridiculed. What they need from us is the encouragement to succeed.

"As we celebrate the week, let us ... to always give the handi- ...

Handicapped people recognized this week

"People at Work" is the theme for National Employ the Handicapped Week, Oct. 5-11.

The week was designated by President Rona... Reagan as a time to explor... ...nities and options f... ...th disabilities. I... the Presider... Employ...

week provides ci... opportunity to h... of the positive ste... have taken in ... with disabilities ... ers a chance to ... abled people.

"Each year ... made in ...

Employ Handicap Week Declared For October 5 through 11

Mayor Charles Yoder issued a proclamation, September 30, declaring the week of October 5-11 "Employ the Handicapped Week in Mangum," and urged both public and private employers to give special consideration to hiring qualified handicapped workers.

Mayor Yoder joined state and national officials in proclaiming the special week to focus attention on the difficulties faced by physically and mentally handicapped individuals in seeking employment. Similar ...and state proclamations ...earlier by President ...

Week devoted to handicapped

Employ Handicapp...

"People at Work" will be the theme of National Employ the Handicapped Week, Oct. 5-11, a Presidentially proclaimed week devoted to exploring opportunities and options for workers with disabilities. The week is sponsored by the President's Committee ...

October 5 through 11 has been designated National Employ...

...res for hir... ...ceptance and public awareness of individuals with disabilities. We must see that these efforts continue."

National Employ the Handicapped Week was first declared by a Joint Resolution of Congress in 1945 and ... the first full ...

'Employ the Han... set

'Hire the Handicapped Week' is Oct. 5-11

"Peopl... ...the th... for Nati... ...den will pro... ...ped We... ...to be proclain.ed by Pres... ...Reagan, and the President's ... Committee on Employment of ...dicapped. Howev... some of th... empl... ...s of disabled peo... citiz... Everywhere—especially in the acr... work world—are signs that society is col... ...

According to Har... chairman of the President's ... mittee on Employment of the H... dicapped, the observance has th... objectives:

"World of Work" are being distributed to schools nationwide. A Handicapp... event is part of a ... Employ the Handicapped Wee...

...mploy the Han... ...k provides us with ...nity to highlight ...he positive steps have taken in hiring ...h disabilities. It pro- with a chance to

...ar we see new strides made in technology, in educa- tion, in training, in employment and in consumer involvement that result in greater acceptance and public awareness of disabled people. We must see that these efforts continue.

National Employ the Han-

National Employ the Handicapped Week

Each year, the Committee obtains a Presidential Proclamation and develops a Joint Statement from the President's Committee's Associate Members which formally sanctions the first week in October as "National Employ the Handicapped Week" (NETH week). October 5-11, 1986, was observed as National Employ the Handicapped Week. An extensive media drive was conducted and the President's Committee produced a resource kit, PEOPLE AT WORK. Five color posters spotlighting the drive were produced. The information packet also contained other information regarding employment for persons with disabilities. These materials were distributed to some 15,000 employers, service organizations, libraries, State and Federal agencies, all Governor's Committees on Employment of the Handicapped, and many persons with disabilities. Thousands of radio, television and print media outlets covered the annual observance week.

Print Media Coverage

Media interest in issues regarding disability is high today, and the Public Affairs Section is a resource for reporters and editors across the country. From Pico Rivera, California, to Denver, Colorado, to New York, New York, newspapers, trade and professional magazines reported on President's Committee activities in 1986. We've received clippings from more than 600 publications totaling a combined circulation of over 25,000,000.

"National Employ the Handicapped Week" received a great deal of print media attention last year. In addition, "Pathways to Employment" conferences, the announcements of President's Committee Award winners, "The Job Accommodation Network" and public appearances by the President's Committee members and staff all earned substantial press coverage.

Such newspapers as the Worchester, *MA Telegram, The New York Daily News, Arkansas Gazette (Little Rock), Denver Post, Los Angeles Times, USA Today, Broadcasting, American Gas Monthly, 50 Plus, The Wall Street Journal* and many other print media outlets targeted to specific industries carried stories about President's Committee Activities.

National Contests

The National Journalism and Poster Contests continue to grow in sponsorship and contestant participation. A cooperative project by the President's Committee, Governor's Committees and other groups, several previously uninvolved States joined the program in 1986. Some of the growth came as a result of new organizations sponsoring the contests held in their regions. The State Chapters of the Disabled Veterans now coordinate the Journalism Contests in five States and recently donated a scholarship for the High School Journalism Contest. AFL-CIO continues to support the Journalism Contests. Paralyzed Veterans of America is again sponsoring the Poster contest in the College division. Expanded promotion in 1986 led to a ten percent increase in requests for information from both contestants and sponsor organizations.

The winners of the 1986 Poster Contests were Emilio Acosta (College Division) and Tiffany Whitney (High School Division). The National Journalism Contests were won by Julie Hew (1st place), W. Randall Brown (2nd), Lara Skaggs (3rd), Eleanor Yu (4th), and Philip Scott Anderson (5th).

Winners for 1987 will receive prizes at the Annual Meeting.

1986 Award Programs

At the 1986 Annual Meeting, Awards were presented to Chad Colley (Handicapped American of the Year), Paul Corcoran, M.D. (Physician's Award), University of Massachusetts (Large Employer Award), and Friendly Restaurant, Muncy, PA (Small Employer Award). For Distinguished Service, awards were presented to Eleanor O. Skinner and Dr. William E. Castle. Several Media outlets received commendation, to include: 1) National Public Radio, Washington, D.C., 2) WIVB-TV, Buffalo, NY, 3) WHAS-TV, Louisville, KY, 4) *Tables Magazine,* Knoxville, TN, 5) *Handicapped Americans Report,* Silver Spring, MD, 6) *The Exceptional Parent,* Boston, MA, 7) IBM Communications Division, Armonk, NY 8) Young Adult Institute, New York, NY, and, 9) United Cerebral Palsy Association, New York, NY.

This year's Award Winners will be honored at the Annual Meeting in Denver, where interviews, receptions, and special events have been planned for these notable individuals and groups.

Speakers Bureau

The President's Committee provides organizations in service to persons with disabilities with technical assistance for reaching out to potential employers and the public at large. Upon request, the Committee refers organizations with expert speakers on selected disability fields for public functions. Some of the organizations we assisted in 1986 were the Maine Vocational Rehabilitation Center, the Seattle Office of the US Internal Revenue Service, Yacahd organizations for persons with disabilities of the Jewish Faith, Purdue University, and Phi Delta Gamma sorority of George Washington University. The President's Committee handles topics on all types of disability and employment. A few of the topics covered by the President's Committee Speaker's Bureau last year were: "Providing Employment Opportunities for People with Disabilities," "The Advantages of Being Disabled and Available for Employment", "Business Interest and Employment of People with Disabilities", "Building Awareness", and Handicapped Persons in the Workplace."

"Aimed specifically at the Nation's employers, the [Action] campaign highlighted the fact that Americans with disabilities are valuable labor resources."

"ACTION" Campaign

Beginning in May of 1986, the President's Committee launched a radio public awareness drive called "ACTION". Thirty and sixty second radio spots produced by the President's Committee were issued to many radio broadcast outlets located in population centers throughout the United States.

The Public Service Announcements cited the capabilities and special skills of persons with disabilities. Aimed specifically at the Nation's employers, the promotion campaign highlighted the fact that Americans with disabilities are valuable labor resources.

The advertisements were aired throughout the Continental United States, Alaska, and Hawaii. A few locations included Anchorage, Alaska; Honolulu, Hawaii; Los Angeles, California; Spokane, Washington; Houston, Texas; Tulsa, Oklahoma; Omaha, Nebraska; Philadelphia, Pennsylvania; Portland, Maine and Tampa, Florida.

The Federal Report

Tracking and distributing information on legislation is an important role of the Public Affairs Section.

It is a testimony of the power of disability advocates that many bills important to persons with disabilities were passed by both Chambers during the last busy weeks of the 99th Congress.

Congress passed bills improving the Rehabilitation Act of 1973, appropriated funds for Vocational Rehabilitation Services, Supported Employment Services, and the National Institute of Handicapped Research program. Also approved were the Air Access Carriers Act, Targeted Jobs Tax Credit, Architectural and Transportation Barriers Removal Tax Deduction, Supplemental Security Income and Education of the Deaf Acts.

To obtain copies of the Acts passed by the 99th Congress, make your request in writing to:

United States Senate Document Room
Senate Hart Office Building
Washington, D.C. 20510

Work Incentives in Social Security Programs

Throughout the year the Committee consulted with congressional staff persons, Social Security officials, and leading disability advocates on pending legislation to improve work incentives for disabled recipients of Supplemental Security Income (SSI). The Congress approved a set of major improvements—improvements which also aided the Social Security system—during the final session of the 99th Congress. After signing by the President, the legislation was assigned Public Law number 99-643. Summaries of the legislation have been distributed to State Committees on Employment of the Handicapped and the legislation is featured in a recent issue of *Disabled USA*. Public Law 99-643 became effective in July of this year and makes sweeping improvements in the SSI Program. The only changes being contemplated by disability groups and advocates are technical in nature. The President's committee continues to consult with advocates, Administration, and Congressional staff members on these as well as other new work incentives for the Disability Insurance and Medicare programs. Interest in this issue is so high and positive, the Office of Special Education and Rehabilitation is planning a conference on the subject and the President's Committee will assist in the planning of the session.

Airline Access

The Committee supported efforts of consumer groups interested in eliminating architectural and attitudinal barriers to air travel for persons with disabilities by presenting a panel discussion at the October 1986 "Access to the Skies" conference held in Chicago. The panel included representatives of five major disability groups, and highlighted:

- the needs of persons with a wide range of disabilities whose employment requires air travel,
- the Demographics of disability and the prospects of these demographic groups growing larger,
- how the air travel industry should view people with disabilities as a lucrative market,
- improved accessibility, better attitudes toward people with disabilities, and appropriate advertising appeals to travelers with disabilities.

About 500 people attended the conference and included representatives of air carriers, travel agencies, and the U.S. Department of Transportation.

Cooperation with the National Safety Council

The President's Committee co-sponsored a session of the 1986 National Safety Congress with the Public Employee Section of the National Safety Council. The session was titled "Substance Abuse Testing: What Safety Professionals Must Know About Employer and Employee Rights". Douglas Mercero, Manager of Employee Safety and Health with the Mead Corporation of Dayton, Ohio discussed his company's testing program for new employees and the safeguards required to protect test samples. Thomas N. Dalzell, Staff Attorney for Local 1245 of the International Brotherhood of Electrical Workers, spoke on employee rights. Thomas H. Davison, M.D., former Chief Medical Officer of the Illinois Central Gulf Railroad discussed employer rights.

The National Safety Congress is one of several National forums attended by safety professionals, employers and their personnel directors, and occupational physicians and nurses. They all have significant roles in the national effort to place qualified persons with disabilities in jobs. Our co-sponsorship of the panel enabled us to inform attendees of concerns of persons with disabilities related to substance abuse. Through participation in the National Safety Congress, the President's Committee is able to present information about the productive capability of persons with disabilities.

WEE PALS

by MORRIE TURNER

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B. Office of Plans, Projects and Services

The Office of Plans, Projects and Services is charged with the responsibility of serving our Standing Committees. This office devises programs that advance understanding and response to employment-related needs of persons with disabilities. This office also supports efforts of cooperating State Committees. Following are some of our accomplishments during 1986.

Job Accommodation Network

THE JOB ACCOMMODATION NETWORK (JAN) began offering information services in July of 1984 to employers desiring to hire, retain, or promote persons with disabilities. The original premise was that employers are eager to provide vocational opportunites to persons with disabilities. Employers frequently lack the necessary resources to determine what accommodations would best suit the needs of persons with disabilities.

The Job Accommodation Network has grown tremendously in the past year: There was an increase of 2,500 examples of successful accommodations in the database. As of January 1, 1987 the total number of inquiries was close to 5,000 and the database contained over 6,000 examples of accommodation. In addition to information services, the human resource consultants help callers recruit qualified persons with disabilities. JAN has special expertise in accommodations for persons with visual impairments by the addition of a staff member who is blind. The JAN system now contains information from 2,976 manufacturers or distributors and 356 organizations.

JAN is available throughout the United States from 8:00 AM to 8:00 PM Eastern Standard Time. A recording service responds to calls during the off hours and program consultants return these calls during business hours. A toll-free telephone number for the Job Accommodation Network (800-JAN-PCEH) has been in operation since the beginning of the service. With the addition this year of a collect call procedure for persons in Alaska, the service is free to all.

JAN is also working with "TECH-NET", a private sector initiative sponsored by the Department of Health and Human Resoures which seeks to "network" information about new accommodation technology.

"Employers frequently lack the necessary resources to determine what accommodations would best suit the needs of persons with disabilities."

Computerized Electronic Mail Service

A computer-integrated electronic mail service has been designed that allows Governor's Committees on Employment of the Handicapped immediate access to updated news and information concerning the employment of persons with disabilities.

When the system is in operation, it will include the following.

1. A President's Committee update: Committee news originating from the Executive Director's office. These news items will regard the States.
2. Governor's Committees update: News originating from State Committees.
3. Hotline: Items to the States requiring immediate dissemination.
4. Calendar of Events: Listing of conferences, meetings, and special dates.
5. Legislative Tracking: Progress on Congressional legislation.

The President's Committee's requirements were finalized in early November of 1986. We anticipate the program will be in operation in the fall of 1987.

Hospitality Industry Conference

It is estimated that turnover rates in the "fast food" industry run from 200-400%. In the Hotel industry turnover rates run as high as 150%. As these industries face a shortage of workers aged 16-24, more employers are looking to alternative labor pools. . .older workers and persons with disabilities.

The Employer Committee of the President's Committee, recognizing opportunities for worker with disabilities, joined forces with the National Restaurant Association and sponsored this conference, titled "Hidden Resources: Persons with Disabilities". The objective was to inform employers how to effectively recruit, train, and employ workers with disabilities.

The conference, held 17-18 February 1987 in Orlando Florida, was hosted by Red Lobster Restaurants. The meeting attracted ninety-four participants; employers and rehabilitation specialists focused on information techniques and strategies designed to promote jobs in food services and hotel/motel businesses for persons with disabilities.

A highlight of the conference was the joint presentation of special training and employment efforts used by two "fast food" giants—the "McJobs" program of McDonald's and the "BKapable" program of Burger King. This event marks the first time the two competitors have shared resources.

Another feature of the conference was the "Projects with Industry" presentation and overview of the success this program has had in helping persons with disabilities enter the hospitality industry job market.

Federal Employment Conference

The President's Committee participated in the planning and conduct of a 2½ day conference exploring the most timely issues related to employment of persons with disabilities in the Federal Government. "Perspectives on Employment of Handicapped Individuals in Federal Government" was held at the Washington Marriott Hotel, December 10-12, 1986. More than 300 hundred participants involved in efforts to recruit, train, hire, and retain workers with disabilities in the Federal Government attended the event.

Featured speakers included Constance Horner, Director of the Office of Personnel Management, Dr. Jean Elder, Acting Assistant Secretary for Human Development Services within the Department of Health and Human Services, Claire Freeman, Deputy Assistant Secretary of Defense, and Dennis Devaney of the Merit Systems Protection Board.

Workshops held during the conference included "Attitudinal Barriers to Employment", "Sign Language and Deaf Culture", "Employee/Supervisor Problem Resolution", "Recruiting Qualified Disabled Employees", "Affirmative Action Planning", "New Technologies and Job Accommodations", "Workers Compensation", "Disability Retirement", "Alcohol/Drug Abuse Employment Issues", and "Personnel Issues". Legal trends affecting Federal workers with disabilities were also discussed.

The conference was co-sponsored by the Department of Defense/Department of the Navy, Office of Personnel Management, Equal Employment Opportunity Commission, Veterans Administration, Public Health Service, the State Department and the President's Committee. This was the fifth National Conference on employment issues regarding workers with disabilities in the Federal Government.

"Parents are the ultimate advocates and case managers for their children with disabilities."

Conference on Black Persons with Disabilities

This conference explored the training and employment needs of Black Americans with disabilities. It also identified strategies leading to successful employment. "Employment Successes, Problems and Needs of Disabled Black Americans" was co-sponsored by the President's Committee and Howard University. This National conference was held at Howard University on February 11-13, 1987.

Panel discussions included "Critical Factors in Employment Success of Disabled Black Americans", "Effective Approaches to Education", "Rehabilitation", "Communications and Networking", "Toward Economic Independence", and "Media Portrayal". Many noted professionals in disability fields spoke at the general sessions, and more than three hundred attended the event.

In addition ot the President's Committee and Howard University, other cooperating groups included AT&T, Digital Equipment Corporation, the National Urban League, Mainstream, Inc., Mead Corporation, New Jersey Bell, E.I. Du Pont de Nemours and Company and various Federal and State rehabilitation agencies.

Parent/Employer Conference

The President's Committee, the National Council on the Handicapped, and the U.S. Department of Education's Office of Special Education and Rehabilitative Services jointly sponsored this pilot conference on March 17th and 18th at the Mark Plaza Radisson Hotel in Alexandria, Virginia.

Parents are the ultimate advocates and case managers for their children with disabilities and have a key role in fostering self-advocacy and independence as their children mature. Adequately armed with information about employment perspectives and training alternatives within the community, they will be able to participate more knowledgeably in their daughters/sons successful transistion to adult life.

The Parent/Employer conference had two major objectives:

1. To bring together employers and parents to explore issues related to the transition from school to work.
2. To help parents develop strategies to assist youth with disabilities seek and gain employment.

Approximately fifty participants explored a variety of issues including employer expectations, employer cooperation, overcoming attitudinal barriers, opportunities for small employers, entrepreneurship, model programs, parents' role in fostering independence, and jobs of the future.

The Parent/Employer conference will be replicated in other metropolitan areas.

Community Forums on Employment of Disabled Veterans

For the last three years, the nation's veteran service organizations have cooperated with the President's Committee's "Committee on Disabled Veterans" in fact-finding missions to different regions of the country. The purpose of this activity has been to further research and document the current employment and training needs of disabled veterans. This year, two more "Community Forums" were held in Connecticut and Texas.

"...the double stigma associated with Vietnam disabled veterans continues to plague our society."

These forums noted the widespread lack of information about available job training resources among recently discharged disabled veterans. Also, the double stigma associated with Vietnam disabled veterans continues to plague our society. And, finally, the Committee was surprised to learn of the failure of major defense contractors to make real accommodations for disabled veterans.

Reports to each of the "Community Forums" were prepared and distributed to members of Congress, major veteran service organizations and Federal Agency directors. In addition, the Committee briefed the Administrator of the Veterans Administration on these findings.

Employers Forum on Employment of Disabled Veterans

As a result of the Committee on Disabled Veterans local "Community Forums", it became apparent that there were many employer-related concerns about the employment of disabled veterans that begged further investigation. Hence, the Committee sponsored a special two-day seminar on this subject.

The first day of the special seminar, employers from local, state and federal agencies shared with the Committee's membership their concerns and recommendations. The second day focused on private sector employers.

The major finding was the candid advice of employers, who said,"if there's no enforcement of existing affirmative action programs, we're not going to do much." These employers elaborated by telling us of being involved with compliance reviews and of never being queried about their compliance with either section 503 of the Rehabilitation Act or Section 402 of the Vietnam Era Veterans Readjustment Act.

Pathways to Employment

For the last four years, the President's Committee on Employment of the Handicapped has been engaged in a project designed to assist local communities in the development of effective employment preparation programs for their area's youth with disabilities. This year, four more localities were served with the "Pathways to Employment" model. This brings the total number of communities served by "Pathways" to 31. In this program the local community agrees to establish and

convene an interagency planning and coordinating committee. This committee meets and devises a plan to mobilize the entire community behind the cause to better prepare their area's disabled youth for jobs and careers. After a three-to-four-month planning period, a major conference is held to develop a community-wide action plan. This action plan is then put in operation by both the delegates to the conference as well as by the planning and coordinating committee.

The value of this project to the President's Committee goes beyond directly assisting a local community. Our involvement in this process allows us to be both current and accurate on the vocational preparation needs facing youth with disabilities. In turn, our Committee can and does provide expert witness on the subject to parents, educational organizations and policy makers.

High School/High Tech

High School/High Tech is a pre-collegiate career development program for capable young people with disabilities. This program presents a unique approach to partnerships at the local level between employers, secondary school systems, and colleges/universities. High School/High Tech is designed to encourage and prepare youth with disabilities to undertake university curricula in math, science, engineering, business administration and finance, computer technology and other business-related disciplines.

The President's Committee and private sectors plan to develop and implement High School/High Tech in two geographical locations. A handbook to serve as a guide for other communities is also being developed for this program.

High School/High Tech raises the aspirations of students with disabilities and provides the necessary tools and resources to achieve new goals. It lays the foundation to provide human resource training in the future. High School/High Tech opens doors for youth with disabilities.

Labor

The Labor Committee worked actively with the International Association of Machinists and Aerospace Workers (IAM) to publicize its new movie "We Can Do It." Depicting six workers with disabilities in four American cities, the film premiered at the 1986 Annual Meeting with Secretary of Labor William E. Brock and IAM's Secretary-Treasurer, Eugene Glover presiding.

The President's Committee has been especially supportive of the AFL-CIO Human Resource Development Institute's (HRDI) efforts to promote employment opportunities for persons with disabilities. President's Committee staff participated in a Maryland Governor's Committee and HRDI-sponsored conference last June. The conference, "The Labor/Employer/Rehabilitation Connection: Making it Work", was the first of a series of conferences to be held throughout Maryland.

Project Mainstream

The Medical Advisory Committee sponsored, with the California Governor's Committee on Employment of the Handicapped, a two-day conference titled "Critical Issues in Mainstreaming Disabled Workers: An Interdisciplinary Approach to the Medical/Vocational Process." The meeting brought together medical and vocational professionals who play significant roles in preparing persons with disabilities for employment. Employment opportunities should be greatly enhanced if these specialists know the others' function and can contribute toward one common goal.

By a discussion of today's economics, pertinent legislative mandates, the professions, the mechanics involved and the feelings of people with disabilities, a clearer understanding emerged of the problems (and possible solutions) regarding hiring and retaining workers with disabilities.

The next conference sponsored by the Medical Advisory Committee will be co-sponsored by a National personnel association on the subject of the hiring process and the role of the medical profession. Emphasis will be directed toward employment personnel from smaller companies.

Aids

The Medical Advisory Committee held an excellent workshop on "Aids and the Workplace" at the 1986 Annual Meeting. The subject was reviewed from medical, corporate, legal and insurance perspectives, and the presentations will be published during the spring of 1987. A Task Force of staff members, with the cooperation of the Employer Committee, developed a public statement of concern on AIDS and employment policy. The statement was distributed through the National press.

Job Training Partnership Act (JTPA)

For the third year in a row, the President's Committee researched and released data describing the participation rates of both disabled youth and adults in our Nation's "Job Training Partnership Act" program.

The JTPA program assists disadvantaged workers (low or non-skilled, persons with disabilities, laid-off workers) search for new skills to meet the competitive job market. Last year's statistics indicate that more persons with disabilities took advantage of this national program. Of all participants in 1986, 9.74 percent were persons with disabilities. In 1985, that percentage was 8.7, indicating that thousands more Americans with disabilities were participants in this job preparation program in 1986 compared to the year before.

These data provide state organizations and other policy makers with information needed to quantify the job program's responsiveness to Americans with disabilities.

C. Office of Research and Publications

Research

The Research objective of the newly-created Office of Research and Publications is to develop a database which will enhance the President's Committee's capability to assist with public inquiries and aid the promotion of employment for citizens with disabilities.

A computerized database will enable the President's Committee to keep abreast of trends in the economy, rehabilitation, significant statistical data and other issues of concern to persons with disabilities. The computer system also gives our staff word processing and other automated office capabilities.

Publications

During 1986 the President's Committee produced or began work on seven new publications and reprinted four booklets or pamphlets.

New Publications

EMPLOYERS ARE ASKING ABOUT MAKING THE WORKPLACE ACCESSIBLE TO WORKERS WITH DISABILITIES suggests design techniques for buildings and their facilities so that both are accessible to and useable by people with disabilities.

EMPLOYERS ARE ASKING ABOUT ACCOMMODATING WORKERS WITH DISABILITES describes a five-step process that enables employers to resolve problems posed by functional limitations resulting from disabling conditions.

OUT OF THE JOB MARKET: A NATIONAL CRISIS reports on the participation of people with disabilities in the workforce. It points out that just one in three persons with disabilities of working-age is employed. It suggests activities to turn this situation around.

1986 A YEAR FOR ACTION highlights the 1986 Annual Meeting of the President's Committee. This publication contains information useful to service providers, employers, people with disabilities and other publics in their efforts to expand job opportunities.

PROFILES IN THE ARTS presents glimpses into the lives and work of 20 artists and arts administrators who have achieved excellence in their work. This book was produced in cooperation with the National Endowment for the Arts.

EMPLOYMENT AND DISABLED VETERANS summarizes findings of hearings on employment problems faced by disabled veterans. The hearings were conducted in seven cities by the Committee on Disabled Veterans of the President's Committee.

MANAGEMENT OF CHRONIC DISABILITIES summarizes a panel discussion sponsored by the Medical Advisory Committee of the President's Committee at the 1986 Annual Meeting. This book covers employment of people who have either diabetes or epilepsy.

Disabled USA

The Committee's quarterly magazine, *Disabled USA*, continued last year to be held in high regard for presenting informative articles, spirited point-of-view pieces, and personal insights on disability. The magazine has a circulation of nearly 22,000.

Some of last year's key articles were: An article on the Employment Law Center in San Francisco, an associate program of the San Francisco Lawyers Association. The Employment Law Center investigates employment discrimination cases involving persons with disabilities. The essential value of Sheltered Workshops in employment preparation was examined, the history of the Seattle mass

transit system was explored as a model for accessible mass transit systems in metropolitan areas, and the importance of client assistance programs in the rehabilitation process was featured. These and many other articles relevant to persons with disabilities were published.

Swapshop

The monthly newsletter *Swapshop* was published twelve times and provided a forum between the States. *Swapshop* is an interchange of information between the States reflecting creative, innovative programs and activities that can be used as "models" for other States. The publication also includes a calendar of events, legislative updates, and reports on activities of general interest.

For a complete list of publications available from the President's Committee at no charge, send a written request to:

President's Committee on Employment of the Handicapped
Office of Research and Publications
1111 20th Street, NW, Suite 636
Washington, D.C. 20036

IN CONCLUSION —

After reading this report I think you will agree that the President's Committee members and staff sustained a high level of activity throughout the past year.

Significant organizational changes occurred during this period. The Executive Committee and Standing Committees were restructured to meet the current challenges of promoting and increasing employment opportunities for people with disabilities. The staff was reorganized and strengthened by the addition of new personnel. Today, this enthusiastic and talented team is hard at work supporting the activities of our volunteer members.

One of the unique strengths, and key to the success of the President's Committee, is its volunteer affiliates. As the activities cited in this report indicate, volunteer members continue to play active roles in leading the Committee's program.

A great deal has been accomplished in the past year, yet much remains to be done. The staff is honored and privileged to be associated with the distinguished members and volunteers of the President's Committee and looks forward to working together to meet the challenges of the coming year.

Thank you for taking time to read this report and for sharing our efforts to improve employment opportunities for our nation's citizens with disabilities.

Jay F. Rochlin
Acting Executive Director

This appendix briefly describes our proposed activities for the current fiscal year.

1. Youth With Disabilities (Nine Local Meetings)

For the last four years, the President's Committee has been cooperating with local jurisdictions in the production of a program called "Pathways to Employment". This activity is designed to involve all sectors of a community in the development of an action plan that improves the work preparation of their youth with disabilities. Prior to this reporting period, 29 localities have joined forces with the President's Committee and their States' Governor's Committees in the "Pathways to Employment" program. During this fiscal year, we intend to conduct at least nine more local programs. Anticipated sites include cities in Maryland, Connecticut, South Dakota, Illinois, Indiana and Tennessee. This effort not only provides a direct service to local groups, but it also enables the President's Committee to keep its finger on the "transition" pulse beat of the Nation.

2. Parents (A National Conference)

Parents represent a tremendous resource as we strive to adequately prepare our youth with disabilities for jobs and careers. To date, little information exists which would help to harness and channel parental energy in ways which would heighten their ability to support the transition process. During this fiscal year, we will co-sponsor a major national conference with the U.S. Department of Education and the National Council on the Handicapped. Its design will involve parents, employers, youth with disabilities, and educators in the development of a strategy to constructively involve parents in the work preparation and placement of young people with disabilities.

3. Disabled Veterans (Two Local Forums)

It has been our experience that employment-related issues facing disabled veterans warrant special attention. While most issues facing them are similar to those facing all other people with disabilities, many are not. Moreover, the resources available to respond to their employment needs differ from those available to other persons with disabilities. Hence, it is our intention to continue efforts designed to document the employment problems of disabled veterans. The principle activity seeking to accomplish this is our "Community Forum on Employment and Disabled Veterans" series. To date, nine such "Forums" have been conducted in all parts of the country. During this fiscal year, we intend to conduct at least two more "Forums". Plans call for us to take the "Forum" to Texas and Indiana. As a result of these meetings, reports will be prepared and distributed to Congressional leaders, agency heads, and other interested publics. In addition, the meetings' findings will provide us with guidance for future project development.

4. Employers and Disabled Veterans (Employer Seminar)

An effort is needed to research the opinions and practices of both public (federal, state and local) employers, as well as private sector employers, with respect to the employment of disabled veterans. During this fiscal year, a special seminar on employers' perspectives on the employment of disabled veterans will be conducted. Representatives from major veterans organizations will be involved in the proceedings. A special report highlighting the findings will be prepared and distributed. Special follow-up activities will be pursued.

5. Minorities (National Conference)

The employment situation facing black persons with disabilities warrants both special attention and a special focus. During this fiscal year the President's Committee will convene a special national conference to address the employment successes, needs, and issues confronting disabled black Americans. The conference will cover communication and networking, effective approaches, and model pro-

grams. The results or findings of the conference will be published and efforts will be made to replicate the conference model in selected urban areas. Cooperating organizations include Howard University and the National Urban League. The conference will be held on February 11-13, 1987, in Washington, D.C.

6. Learning Disabilities (Training Kit)

Learning disabilities are still a new and unfamiliar disability category to most of the Nation's employers. Information on the subject is desperately needed. During this fiscal year, the President's Committee will develop and field-test a specialized training module on the subject for distribution to private sector employers.

7. Retarded Citizens (Employment Report)

During this fiscal year, the President's Committee, in cooperation with the Association of Retarded Citizens, will produce a status report on the current employment situation of persons with metal retardation. This document will highlight successes and will focus on supported employment models, transition programs, job development and placement activities.

8. Elderly Persons with Disabilities (Resource Booklet)

Older persons who become disabled should be able to continue their work-life if they wish. Problems associated with their disability warrant special attention.

During this fiscal year, the President's Committee, in cooperation with organizations serving elderly persons, will produce a document describing the resources available to disabled older people who want to return or continue to work. In addition, preliminary fact-finding activities will be initiated which are designed to document the issues facing this segment of the disabled population.

9. Medical Elements in Hiring and Retention (National Conference)

More work needs to be done to increase the return to work and hiring potential of persons who can work following an illness or trauma. During the Fall of 1987, the President's Committee intends to sponsor a national conference on early medical intervention with a "return to work" goal and medical evaluation of work potential of persons who have not yet worked. The conference will bring together leading occupational medicine practitioners with rehabilitation professionals and other personnel in order to refine the process of hiring and retention of persons with disabilities. The purpose will be to advance employment opportunities for persons with a history of specific limitations, some of which may be stable.

10. AIDS in the Workplace (Seminar and Report)

Persons with AIDS are considered disabled for purpose of employment. A need exists to clarify certain employment-related issues about persons with AIDS. During this fiscal year, the President's Committee will sponsor a special workshop on the subject. The proceedings of the meeting will be published and distributed to employers and other interested groups.

11. Projects with Industry (Information Dissemination)

As part of a larger effort to improve the relationship of the President's Committee with related programs, the Committee will endeaver to increase its assocation and support of the Projects with Industry program. During this fiscal year, the President's Committee will develop a computerized source of information on the Projects with Industry program. This information will be used by our cooperating network of local committees on employment of the handicapped as a way of promoting support for this employment model.

12. Job Accommodation Network (JAN) Improved and Expanded Service

The Job Accommodation Network, initiated and monitored by the President's Committee, needs to be placed on a firm financial footing. During this fiscal year, the

President's Committee will seek private sector funding as a way to insure the program's continuation as well as expand its usefulness. Special efforts will be undertaken to market JAN to small employers so that they can profit from its database on job accommodations for workers with disabilities. Its usefulness to placement efforts associated with the expanding supported employment model will be developed.

13. Electronic Mail Network (A New Service to States)

One of the main missions of the President's Committee is to cooperate and help support the efforts of the States' Committees on Employment of the Handicapped. A need exists to improve our ability to provide relevant and current information to the States' Committees. During this fiscal year, the President's Committee will establish a computer-based telecommunications network between the President's Committee and the States' Committees. This system will insure immediate acccess to current information, thereby improving the effectiveness of all our operations.

14. Consumer Input (Fact-Finding Seminars)

The President's Committee on Employment of the Handicapped is committed to increase its communication with and appreciation for the concerns of people with disabilities. During this fiscal year, the President's Committee will conduct one or more special seminars during which people with disabilities, both employed and unemployed, will be invited to present their concerns. The information generated by this activity will help guide our future activities and will be communicated to all levels of government.

15. Employer Attitudes (Ad Campaign)

One of the major barriers to equal employment opportunities for people with disabilities, including newly disabled workers, is a lack of understanding that employers have about the employment potentials of people with disabilities. Media efforts designed to broadcast this message are needed. During this fiscal year, the President's Committee will produce and distribute public service announcements and advertisements designed to get that message to our Nation's employers.

16. Federal Employers (Training Conference)

For the past several years, the President's Committee, in cooperation with an increasing number of federal agencies, has helped to sponsor a special seminar for Federal Selective Placement Coordinators and Handicapped Program Managers on how to employ, retain and advance persons with disabilities in the Federal workforce. During this fiscal year, the President's Committee will help produce another training conference for Selective Placement Coordinators. The three-day program was held December 10-12, 1986, in Washington, D.C.

17. Information to Employers (Four New Publications)

Employing and retaining people with disabilities takes more than just the decision to do so. It requires knowledge about specialized information. In an effort to get this specialized information out into the hands of potential employers, the President's Committee will publish four new titles in our series, *"Employers are Asking. . . "*. During this fiscal year, we will produce the following pamphlets: *"Making the Workplace Accessible to Workers with Disabilities"; "Insurance—Facts and Myths"; "Accommodating Workers with Disabilities"*; and, *"Technology that Works for Workers with Disabilities"*.

18. Organized Labor (Local Training Conferences)

A need exists to inform and involve representatives of organized labor unions in such subjects as reasonable accommodation, retaining workers who become disabled, and resource identification. During this fiscal year, the President's Com-

mittee, in cooperation with AFL-CIO's Human Resources Development Institute, will help produce a series of state and local meetings on these subjects for union officials.

19. Social Security Programs (New Programming)

Efforts have begun by the Social Security Administration to facilitate the return to work of those persons with disabilities who receive Social Security benefits and are ready for rehabilitation. During this fiscal year, the President's Committee on Employment of the Handicapped will explore and develop its role in this effort.

20. The Hospitality Industry (National Conference)

There are a number of occupational areas where employment opportunities are growing. The hospitality industry is one; employers from this industry are anxiously seeking new recruitment sources for the workers they need. During this fiscal year, the President's Committee, in cooperation with the National Restaurant Association and other organizations, will sponsor a national conference designed to alert employers to the value of workers with disabilities and teach hospitality industry managers how to employ persons with disabilities.

21. Technology-Related Jobs (National Conference)

What will the future employment demands and trends be in technology-related occupations? During this fiscal year, the President's Committee will begin to answer this question by sponsoring a national meeting on the subject. Experts from labor and technology fields, in consultation with professionals and people with disabilities, will be involved in the meeting. The product of the meeting will offer educators and rehabilitation professionals insight and information into the careers associated with the technology revolution. The ultimate objective of the endeavor is to open up job opportunities for people with disabilities in the technology fields.

22. Employer Survey (Harris Poll)

Last year, a Louis Harris poll was conducted for the ICD—International Center for the Disabled, in cooperation with the National Council on the Handicapped. The poll was designed to determine the attitudes and experiences of people with disabilities. One of the areas explored was employment. During this fiscal year, the President's Committee on Employment of the Handicapped, in cooperation with the ICD and the National Council on the Handicapped, will sponsor a follow-up poll of employers to determine their attitudes and understanding about employing people with disabilities. A report analyzing the findings of the survey will be produced and distributed.

23. Accessible Professional Meetings (Technical Assistance)

If people with disabilities are to have the opportunity for additional professional development, they must be given the opportunity to attend and fully participate in related professional meetings and conventions. In order to be able to participate, these meetings must be accessible to them. During this fiscal year, the President's Committee will develop a database of information for meeting planners on how to insure that professional meetings are open and accessible to persons with disabilities.

24. Legislative Affairs (Position Papers)

As the result of agency reorganization, the President's Committee has developed a more comprehensive approach to tracking, analyzing and reacting to proposed and needed legislative, regulatory and policy initiatives affecting the employment of people with disabilities. During this fiscal year, the President's Committee will

develop position papers on topics related to major policy issue areas. Some areas to be addressed include: disincentivies to work, equal employment opportunity, nondiscrimination efforts, job accommodation efforts, upward mobility, and insurance-related issues.

25. Carl D. Perkins Act (Seminar and Research)

When the "Carl D. Perkins Vocational Education Act" was signed into law a few years ago, it offered great promise to students with disabilities. This law's many provisons supporting the vocational education of people with disabilities was seen as a major milestone in education. Recently, however, questions have been raised about the implementation of the law at both the state and local level. During this fiscal year, in an effort to research and document the law's real impact in the vocational education of students with disabilities, the President's Committee intends to conduct a special seminar to illuminate this subject. The findings of this effort will be shared with legislators, agency heads and groups serving people with disabilities.

26. Improving Communication or Publicity (Training Workshops)

During this fiscal year, the President's Committee will sponsor efforts designed to help increase and improve the communications of both organizations of and for people with disabilities on employment-related issues. Activities in this area will include special workshops, the development of specialized training materials and awards activities.

27. Information Resources (Data Collection)

The President's Committee on Employment of the Handicapped is and must continue to be the place to go when information is needed on the employment situation facing people with disabilities. During this fiscal year, the President's Committee will develop a more organized and detailed information resource center on disability and employment for use by the media, consumer and parent organizations, employers, veterans organizations, labor and other professional organizations. In support of this effort, a new research-oriented effort will be initiated.

28. Membership Services (Meetings and Surveys)

The membership of the President's Committee represents a network of the most influential individuals and groups concerned with promoting employment of people with disabilities. During this fiscal year, in an effort to more effectively communicate with and involve our membership, the President's Commitee will take the following steps. First, a quarterly alert or memorandum will be distributed to the membership updating the latest regulatory, legislative and policy issues. Second, during our Annual Meeting a special membership meeting will be held to give every member the opportunity to influence the President's Committee's priorities. Membership participation and feedback will also be collected and analyzed.

29. Special Reports (Four New Publications)

Current plans call for production of a number of new President's Committee publications. During this fiscal year, the President's Committee will produce the following special reports: "Job Training Partnership Act"; "Higher Education and Students with Disabilities"; "Out of the Job Market: A National Crisis"; "Supported Employment—A New Approach"; as well as those titles listed in the publications section.

30. Data (Two Employment Surveys)

One of the longstanding problems facing expansion of training and employment opportunities for people with disabilities has been the lack of comprehensive data on the subject. Some efforts have been useful and illuminating; however, more is needed. During this fiscal year, the President's Committee will attempt to expand the federal and private sector's involvement in data gathering related to the

employment of people with disabilities. We will work with the Department of Labor to produce more and better data on the involvement of people with disabilities in our Nation's "Job Training Partnership Act" program. We will also obtain profile information on the labor force participation of people with disabilities.

31. A Speaker's Bureau (Expanded Service)

During this fiscal year, the President's Committee will revitalize and expand our "Speaker's Bureau" program. Regional, state, and local organizations, particularly state committees, have the need for persons to discuss employment-related issues facing people with disabilities. New candidates from around the country will be solicited.

32. National Contests and Awards Programs (Updated)

Traditionally, the President's Committee has sponsored both a "National Journalism Contest" and a "Poster and Graphics Contest" for both high school and post-secondary students. These contests are designed to involve our nation's youth in activities which heighten their awareness of disability-related issues. In addition, national awards programs are in effect to recognize distinguished employers, professionals and people with disabilities. During this fiscal year, a special task force will be formed to evaluate the effectiveness of these programs and to make recommendations for improvements.

33. National Employ the Handicapped Week (A New Approach)

Each year, the first full week in October is mandated by Congress as "National Employ the Handicapped Week". The President's Committee is charged with the responsibility to spearhead the nation's observance of this "week". This fiscal year, the President's Committee will review and revitalize its approach to this activity in order to insure that it best serves people with disabilities. One specific step that will be attempted will be to change the "week's" name to "National Employ Persons with Disabilities Week".

34. Office Automation (Fifteen Computers)

As part of a larger effort to reorganize and improve our operation, the President's Committee will complete installation and implementation of personal computers and associated equipment. Through the generosity of the Digital Corporation, 15 terminals will be installed and the staff trained in computer use. In the near future, we expect to make terminals available to all our staff workers.

35. Annual Meeting—Denver (National Conference)

In response to the request made to us by the State's Executive Committee of the Governors' Committees, we are initiating the practice of taking our Annual Meeting to a location other than Washington, D.C., every other year. We are beginning this practice with the staging of our 40th Anniversary Annual Meeting in the City of Denver, Colorado. The Colorado Coalition for Citizens with Disabilities is acting as the local host for the program.

36. Interagency Cooperation (Joint Programming)

During this fiscal year, the President's Committee on Employment of the Handicapped will increase and improve its coordination with related agencies. For example, special efforts will be undertaken to increase our support for employment-related activities of the National Council on the Handicapped, the Administration on Developmental Disabilities, and the Office of Special Education and Rehabilitation Services.

37. Pre-employment Testing (Research)

Many employers have developed and utilized their own "in-house" testing programs to screen potential employees. Many of these testing programs have not been validated for use with people with disabilities. Such tests, if improperly administered, may unfairly represent the employment potential of persons with disabilities. During this fiscal year, the President's Committee on Employment of the Handicapped will research this area of concern and develop an analysis of the situation which will include information on how employers can more fairly evaluate pre-employment tests.

38. People with Mental Illness (A National Conference)

The problems of people with mental illness are well documented: approximately one-third of America's homeless population are believed to be "mentally ill"; services in the community are fragmented and confusing; the media treatment of mental illness is frequently negative and even frightening to the general public. The President's Committee will plan a national conference on the steps to overcome negative attitudes towards people with mental illness in cooperation with major national organizations of consumers families and outstanding model programs such as Fellowship House in South Miami, Florida and Friendship House in New York City.

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